

## **Issues to Address/Resolve to Transition Drug Lab Operations from DPH to EOPS**

September 15, 2011

1. Personnel/Labor/HR:
  - a. DPH MOSES employees would lose accrued seniority upon transfer to EOPS, unless a settlement can be negotiated. What are the next steps? This should be addressed ASAP.
  - b. EOPS is currently negotiating with MOSES on mass reclassification of personnel from "CHEMIST" to "FORENSIC CHEMIST" personnel series with associated increase in pay.
2. Potential dissatisfaction from Suffolk County law enforcement
  - a. Especially Boston Police Department, which currently accounts for 25% of the JP Drug Lab test volume.
  - b. Transporting specimens to the Crime Lab in Sudbury is less convenient geographically, and less convenient in terms of service and availability.
  - c. Cambridge Police, which recently has had to start bringing samples to the Sudbury lab (since the Sudbury lab is now testing Middlesex County), has expressed interest in reverting to bringing samples to JP instead, due to convenience and service issues.
  - d. Any strategies to mitigate the anticipated backlash?
3. Financial negotiations: We could give up the current funding associated with operating the DPH drug lab, with these exceptions:
  - a. Costs associated with future negotiated salary increases that may occur before the transition is completed.
  - b. Costs associated with Amherst Lab, which might be covered by supplemental budget
  - c. Costs of utilities/rent associated with the lab being housed at the UMASS JP Campus
  - d. One-time overtime expenditures from past year
  - e. Costs associated with Chemist II position vacated by the voluntary retirement incentive
  - f. Other financial issues
    - i. Assuming that the JP Lab relocates to Sudbury, who covers the cost of the move?
    - ii. DPH would give instruments to EOPS
4. Location of the expanded EOPS laboratory
  - a. Would EOPS want to take over the UMASS Amherst drug lab facility?
    - i. What would that entail?
    - ii. For what duration? EOPS plans to open a new facility in Springfield in the next 2-3 years
  - b. Would JP staff be transferred to Sudbury?
  - c. Is there an option for the JP Drug Lab staying in JP? For long or short term? What would that entail? Would EOPS need additional space

beyond what the lab currently occupies? We would like for the space to be vacated, but we may need to offer this on a temporary basis to facilitate the transition?

5. Other minor logistic considerations, to address later if implementation proceeds:
  - a. Changing the statute that mandates that DPH does the drug testing
  - b. Transferring DPH IT data to EOPS
  - c. Moving equipment and drugs to EOPS lab